

CIVILIAN PERSONNEL MOBILIZATION and DEPLOYMENT



AGEND A

- **PART I - MOBILIZATION PLANNING**
- **PART II - DEPLOYMENT**



PART I - MOBILIZATION PLANNING

- **--POLICY**
- **-- ASSUMPTIONS**
- **-- INSTALLATION MOBILIZATION
COMMITTEE**
- **-- CONTENTS OF MOBILIZATION PLAN**
- **-- MANPOWER GUIDANCE**
- **-- MANPOWER REQUIREMENTS**
- **-- KEY POSITION**
- **-- EMERGENCY-ESSENTIAL POSITION**
- **-- EMERGENCY-ESSENTIAL EMPLOYEE**



ARMY CIVILIAN MOBILIZATION POLICY

Develop plans to identify, train, deploy and sustain Army civilians required to perform emergency essential functions in support of the military mission

Source: AMOPES, Annex E, Appendix 3



Combatant Command Responsibilities Assumption!

- **Identify requirements (numbers and skills)**
- **Establish deployment criteria (medical and physical requirements, clothing and equipment, weapons issue policy, training)**
- **Accountability**
- **In-theater processing site**
- **Establish Tour of Duty**

SOURCE: AR 690-11, Chapter 1-7



ASSUMPTIONS

LOSS OF ARMY CIVILIAN EMPLOYEES WHO ARE MEMBERS OF THE READY RESERVE OR RETIRED MILITARY SUBJECT TO RECALL

INCREASED CIVILIAN REQUIREMENTS TO:

- REPLACE SOLDIERS SENT TO THEATER**
- PROVIDE SUPPORT IN THE THEATER**

LIMITED FUNDING



INSTALLATION MOBILIZATION COMMITTEE

- **PLANNERS FROM EACH INSTALLATION DIRECTORATE**
- **SUPPORTING TENANT (HOSPITAL, SCHOOL HOUSE, NETCOM, ACA)**
- **KEY RESOURCE MEMBERS: G1, G4, CPAC, DRM**
- **IDENTIFY NEEDS**
- **SHARE RESOURCES**
- **MUST FUNCTION AS A COHESIVE PLANNING UNIT**



Contents of Installation Mobilization Plans

- **PROJECTED REQUIREMENTS BY SKILL AND GRADE**
- **DESIGNATE AND TRAIN CIVILIAN PERSONNEL FOR**
- **MOBILIZATION CADRE, WHERE APPROPRIATE**
- **LIST OF ALL CIVILIAN JOBS REQUIRING OUTSIDE HIRE**
- **IDENTIFY HIGHLY SPECIALIZED SCARCE SKILLS**
- **PLAN FOR NAF EXPANSION**
- **FUNCTIONS THAT INCREASE/DECREASE - CIVILIAN IMPACT**
- **ACCESS TO INSTALLATION**



MANPOWER PLANNING GUIDANCE

- **Maximum decentralization of planning and execution (peacetime/emergencies)**
- **Outside hiring used when internal resources not available and funding is available**
- **CPAC/CPOC must directly participate in the planning stages for mobilization**

SOURCE: AR 570-4



Manpower Requirements

- **Identified on Peacetime and MOBTDA**
- **Positions dropped/added upon mobilization**
- **Projected pre-planned reassignments and promotions**
- **Military recall losses**
- **Borrowed military manpower replacements**
- **Replacement of pre-positioned assets**
- **Resources shared by different activities**

SOURCE: AR 570-4



KEY POSITION

- **Definition:** Army position that **CANNOT** be vacated during a national emergency or mobilization without seriously impairing capability of the agency to function effectively and **MAY NOT** be filled by Ready Reservists or military retirees with recall obligation.
- **NOTE:** Ready reservists who are designated “key” employees or who occupy a “key” position shall be transferred to Standby reserves or Retired reserves except upon declaration of partial mobilization.

**SOURCE: DOD 1200.7, Enclosure 2
AR 690-11, Section 1-11**



KEY POSITION (Continued)

CRITERIA

- **Located in CONUS**
- **Technical or managerial skills unique to employee**
- **Mobilization/relocation assignment in an Agency having emergency functions IAW EO 12656**
- **Industrial/manpower mobilization IAW EO 12656**
- **Can be filled in a reasonable time after mobilization or alternate incumbent be identified during peacetime**
- **Associated with defense mobilization**
- **Other factors related to the national defense, health or safety that will make the incumbent unavailable for mobilization**



EMERGENCY-ESSENTIAL POSITION



Definition - DOD 1404.10

- **Position overseas OR to be transferred overseas**

during a crisis situation - or - requires incumbent



to deploy or perform temporary duty assignments

overseas in support of a military operation

Criteria

- **Position required to ensure success of combat**

operations or to support combat essential

systems

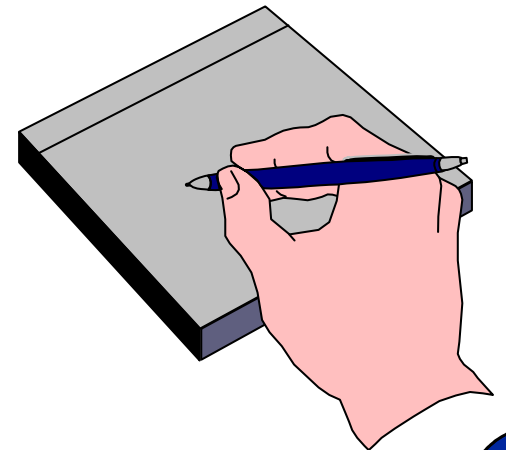
- **Position contains highly specialized or**



EMERGENCY ESSENTIAL EMPLOYEE

✓ Conditions of Employment

- Signed Agreement
- Prepare Family Care Plan
- Meet medical & fitness requirements
- Identify blood type for medical purposes
- Participate in training
- Direct deposit of pay
- Exempt from military recall



REMEMBE R

- **PLANNING WILL DETERMINE THE
SUCCESS OR**

**FAILURE OF THE ARMY'S MOBILIZATION
AND**

DEPLOYMENT MISSION



PART II - DEPLOYMENT

- -- ONE TEAM
 - -- AUTHORITY TO DEPLOY
 - -- Civilians Deployed
 - -- Combatant Commanders
- Responsibilities**
- -- Why Deploy
 - -- PROCESSING AND DEPARTURE POINTS
 - -- DEPLOYMENT FUNCTIONS
 - -- ENTITLEMENTS
 - -- POLICY REFERENCES
 - -- Current Issues
 - -- The Future
 - -- WEB SITES



ONE TEAM

- ✓ Active Joint Service Members
- ✓ Individual Ready Reserve Soldiers
- ✓ Department of Defense Civilians
- ✓ Contract Civilians
- ✓ Red Cross Civilians
- ✓ Civilians from other agencies



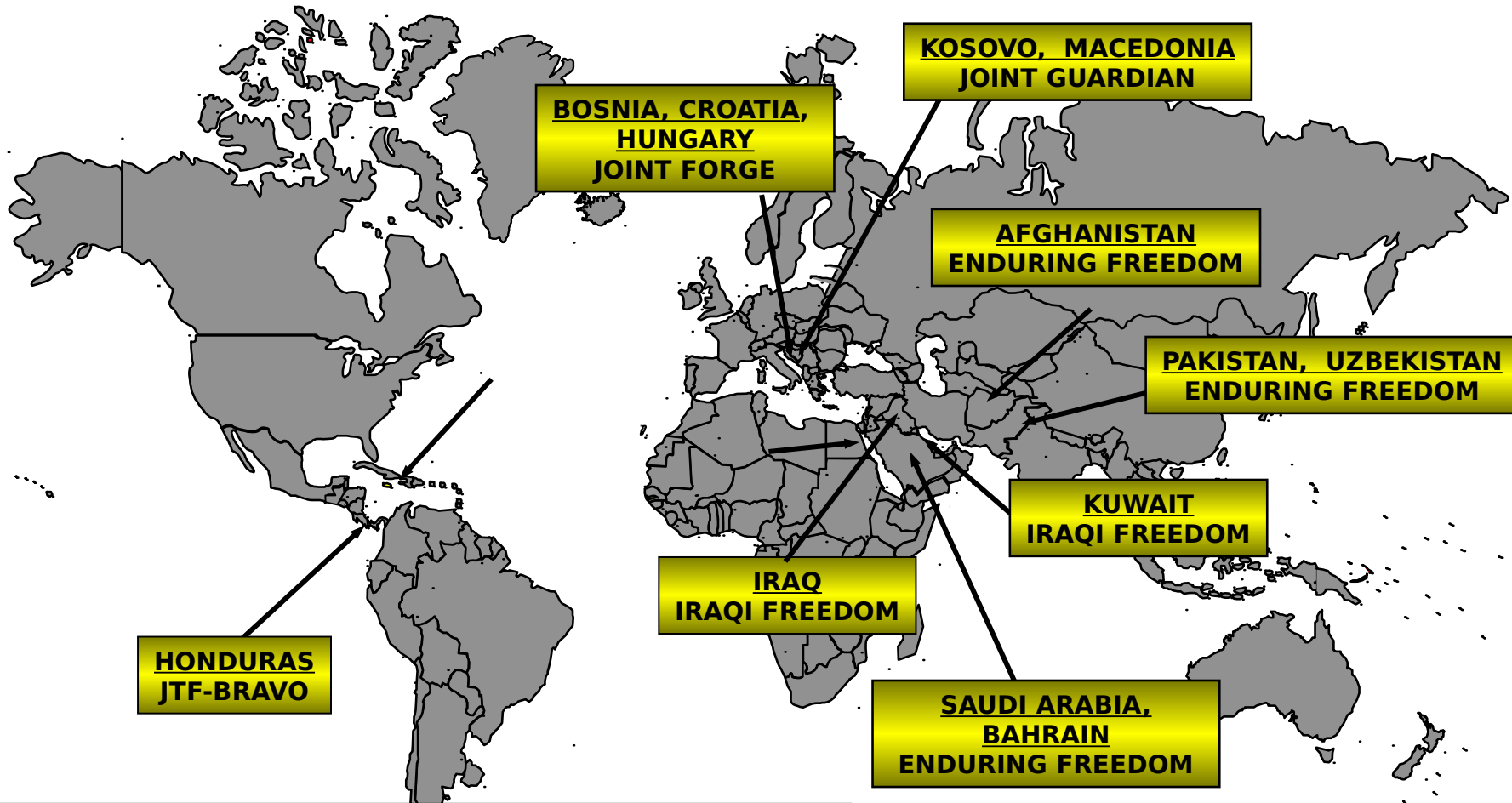
AUTHORITY TO DEPLOY

Commanders' Options

- **Use Pre-identified emergency essentials**
- **Seek Volunteers**
- **Direct Assignments**



CIVILIANS DEPLOYED



DA CIVILIANS	1,911
DA CONTRACTORS	4,436
OTHERS (RED CROSS & AAFES)	
477	
TOTAL	6,824

OTHER OPERATIONS
& EXERCISES

AS OF 10 May 04



Combatant Command Responsibilities (In Theater)

- **Command and control - unit assigned/attached**
- **Support - Administrative, Logistical, Medical**
- **Protect - Weapons for self protection, housing, standards of conduct**
- **Account - tracking**
- **Report - SITREPS, casualty reports**

SOURCE: AR 690-11

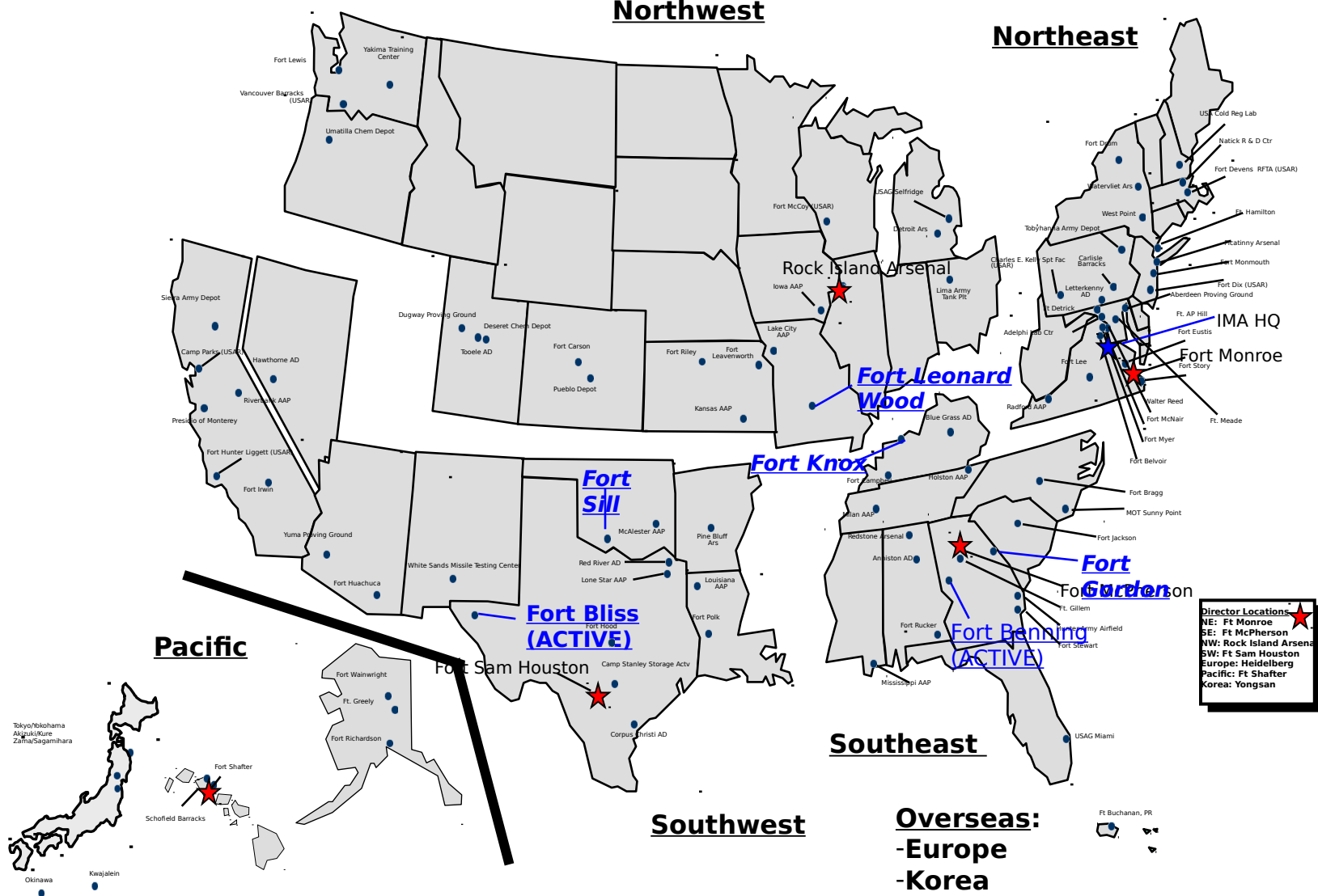


Why do we deploy civilians during military operations?

- **Provide expertise not available through uniform Service members**
- **Lessen PERSTEMPO on uniform members**
- **Continuous logistical support**
- **Most effective use of Government resources**
- **Uncertainty of host nation support**



CRCs BY IMA REGIONS



CRC DEPLOYMENT FUNCTIONS

- **Command and control**
- **Ensure completion of soldier/civilian readiness processing (SRP)**
- **Coordinate theater specific equipment, training and clothing**
- **Coordinate and conduct deployment and redeployment briefings**
- **Coordinate movement to and from POE/POD**
- **Provide accountability of deploying individuals to DA, HRC and theater**
- **Redeployment**

SOURCE: DA Pam 600-81



CIVILIAN ENTITLEMENTS

✓ ID Cards/Tags

- Geneva Convention
- Identification and Privilege

✓ Danger Pay (DSSR)

✓ Post Hardship Differential (DSSR)

✓ Overtime (Pay Cap)

✓ Medical care

✓ Use of MWR facilities

✓ Protective Clothing/Equipment

✓ Training

- First aid/field survival tasks
- Proper use of protective clothing/equipment

✓ Weapons (if authorized by Combatant CDR)

✓ Casualty Benefits

- Notification of next of kin
- Military escort of remains
- US flag for casket



REFERENCE S

- **DA Personnel Policy Guidance (Sep 04)**
- **DODD 1404.10, Emergency Essential (E-E)
DOD US Citizen Civilian Employees**
- **DODD 1200.7, Screening the Ready
Reserve (E-E & Key)**
- **AR 690-11, Use and Management of
Civilian Personnel in Support of Military
Contingency Operations**
- **DA Pam 690-47, DA Civilian Employee
Deployment Guide**
- **DA Pam 600-81, Information Handbook
for Operating Continental United States
(CONUS) Replacement Centers and
Individual Deployment Sites**



References (Cont)

- **DODD 1400.31, “DOD Civilian Work Force Contingency and Emergency Planning and Execution**
- **DODI 1400.32, “DOD Civilian Work Force Contingency and Emergency Planning Guidelines and Procedures**
- **DODD 1404.10 “Emergency-Essential (E-E) DOD US Citizen Civilian Employees**
- **DODI 3020.37 “Continuation of Essential DOD Contractor Services During Crises**
- **Joint Publication 1-0, “Doctrine for Personnel Support for Joint Operations” (pending revision)**



CURRENT ISSUES

- ✓ **Accountability**
- ✓ **Physical/Medical requirements**
- ✓ **Deployment Initiatives**
 - **Pay**
 - **Temporary Storage**
 - **Insurance**



THE FUTURE

✓ **More dependent than ever on civilians**

✓ **Trained and ready**

✓ **Continued Deployments**

✓ **Mobility--natural part of doing business**



WEB SITES

www.cpol.army.mil

- Legal/regulatory
- Army regulations and policy
- ARs and DA Pams

www.cpms.osd.mil

- Civilian preparedness

www.odcsper.army.mil

- Personnel Policy Guidance

